

FirstHealth Diversity, Equity and Inclusion Accomplishments

Strategic Direction

- Recruited Physician Ad-Hoc Committee members
- Formed initial Inclusion Council Ambassadors group
- Conducted a systemwide one-year anniversary celebration of the Inclusion Council
- Partnered with corporate communications and corporate education to create a video project highlighting FirstHealth's diversity journey



- Co-designed with Corporate Education and Human Resources the first Corporate Leadership Conference built around the vision of "The Best Place to Work in Healthcare" with a focus on culture, unconscious bias, and DEI.

Assessment

- Initiated an organizational equity assessment in partnership with the North Carolina Healthcare Association (NCHA) and the Easter US Quality Improvement Collaborative (EQIC) in cooperation with both quality and community health services departments



Leadership Engagement

- Led presentations to 9+ leadership groups
- Facilitated one-on-one meetings with 40+ leaders, physicians, and front-line staff throughout the organization
- Collaborated with corporate education and human resources to coordinate a CME titled The Power of We: Breaking Down Unconscious Bias to Build Authentic Relationships
- Developed inaugural lecture on Diversity, Equity, and Inclusion as well as an Unconscious Bias Training pilot for the Physician Leadership Academy/Nursing Leadership Academy in partnership with Corporate Education



Stakeholder Research

- Facilitated the organization's first-ever systemwide inclusion survey with 2,714 respondents
- Provided 22 Listening Tours/Focus Groups with 250+ employee voices heard



Nationwide Collaborative

- FirstHealth was selected as one of eight organizations from across the country for the JEDI (Justice, Equity, Diversity, and Inclusion) Learning Collaborative

